Government of Saskatchewan

Annual Report 1999 - 2000

Saskatchewan Women's Secretariat

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LETTERS OF TRANSMITTAL

Her Honour the Honourable Lynda Haverstock
Lieutenant Governor
Province of Saskatchewan

Your Honour,

I have the honour of submitting the annual report of the Women's Secretariat for the period April 1, 1999 to March 31, 2000.

Respectfully submitted,

Joanne Crofford

Joanne Crofford
Minister Responsible for the
Status of Women

LETTERS OF TRANSMITTAL

Honourable Joanne Crofford
Minister Responsible for the Status of Women

Dear Ms. Crofford:

I have the honour of submitting the annual report of the Women's Secretariat for the period April 1, 1999 to March 31, 2000.

Management is responsible for the integrity of the financial data reported by the department. Fulfilling this responsibility requires the preparation and presentation of financial information and other data in accordance with the guidelines developed by the Department of Finance, with any exceptions specifically noted.

Management uses internal accounting controls and applies policies and procedures identified in the Financial Administration Manual and the Treasury Board Accounting and Reporting Manual.

Management also exercises its best judgement in order that such documents accurately and fairly reflect the activities of the department and the uses of the financial resources provided to the department.

Management believes that the existing internal controls provide reasonable assurance that assets are safeguarded and that the financial records are reliable for preparing financial information and maintaining accountability for assets.

This annual report marks the last year of the millennium. It is therefore timely to look at what the last century of this millennium has had to offer women -- a time to recognize women's struggles and to celebrate women's achievements.

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LETTERS OF TRANSMITTAL

In the past few decades, women have emerged to take on new and challenging roles in public life. We have much to celebrate:

- Today women make up almost half of the paid labour force and are entering career areas previously denied them.

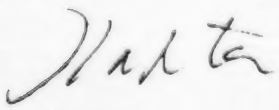
- Women-run businesses have become a significant and growing force in the Canadian economy. They provide jobs for more than 1.7 million people -- more than the Canadian Business Top 100 combined. One out of three self-employed people in Saskatchewan are women.

- Women are making great strides in the area of post-secondary education. In Saskatchewan in 1993, 57 per cent of all bachelor and professional degrees were granted to women. And educational attainment levels for Aboriginal women are improving. Between 1991 and 1996 there was a substantial increase in the percentage of Aboriginal women holding university degrees.

There is much work that needs to continue to be done in areas such as violence, equitable access to well-paid employment and access to supports such as family-friendly options in workplaces.

Through policies, legislation and programs, the Saskatchewan government will continue working with the community to assist women and their families in achieving social and economic equality.

Respectfully submitted,



Faye Rafter
Executive Co-ordinator
Saskatchewan Women's Secretariat

Strategic Direction of the Women's Secretariat

Gender Equality A Priority

Gender equality has been identified as a priority goal by governments in Canada and around the world. It is viewed as an objective in its own right, and as a means of achieving other forms of well-being for individuals and society.

Within the context of the Social Union Framework for Canadians, equality principles are clearly outlined. They include:

- treat all Canadians with fairness and equity;
- promote equality of opportunity for all Canadians; and,
- respect the equality, rights and dignity of all Canadian women and men and their diverse needs.

Commitment to Gender-based Analysis

Federal and provincial/territorial governments have made commitments to undertake gender-based analysis. Gender-based analysis, also known as gender-inclusive analysis, involves a systematic focus in understanding the different impacts that policies and programs have on women and men, because of their different life circumstances.

At the Annual Premiers' Conference held in Quebec City in August 1999, all Premiers (except Quebec) reaffirmed their commitment to assessing the impacts of policy reform on women. Status of Women Ministers across Canada have responded to this mandate collectively, and within their respective provinces and territories.

Indicators Used As Benchmarks

Federal-Provincial/Territorial Ministers Responsible for the Status of Women have worked in partnership with Statistics Canada to design a set of indicators to enhance understanding of women's economic realities. These indicators are intended for use by governments, businesses, community organizations and others in undertaking gender-based analysis.

These economic gender equality indicators focus on key areas that affect women's economic security, including: earnings; paid and unpaid work; and education and training. Such indicators are intended to function as benchmarks against which women's economic equality can be measured and monitored, just as the economy's growth can be measured in terms of Gross Domestic Product (GDP).

Besides helping develop the economic gender equality indicators, the Women's Secretariat has produced a number of indicator reports that provide a foundation for developing public policy in Saskatchewan. These indicators build on both gender-based analysis and a population health, or determinants of health, approach.

"Determinants of health" is the label given to the many inter-related factors that research has shown to contribute to the health of populations. One of these factors is gender. Hence, to adopt a comprehensive population health approach requires conducting gender-based analysis. In this sense, as Saskatchewan moves toward evidence-based decision-making within a population health framework, gender-based analysis must become part of mainstream policy development.

Role of the Secretariat

The Women's Secretariat provides the resources and analytical support that are required to fulfill our commitment as a province to working within the context of the Social Union Framework, and to upholding the Federal/Provincial-Territorial (F/P-T) Premiers' commitment to assessing the impacts of policy reform on women.

Legislated Mandate

The Minister Responsible for the Status of Women has responsibility for the following acts:

The Women's Affairs Act
The Family and Community Services Act

Under these Acts, the Saskatchewan Women's Secretariat is responsible for providing leadership to government on policy directions affecting the status of women. The Secretariat is also responsible for establishing and maintaining communication with the women's community and ensuring the Minister is advised of issues and concerns.

Mission

The mission of the Women's Secretariat is to work with others to promote social change to achieve social, economic and political equality for women.

The Saskatchewan Women's Secretariat is a stand-alone agency of government.

The Secretariat reports directly to the Minister Responsible for the Status of Women.

Strategic Goals

1. Provide leadership to government on policy directions affecting the status of women.

2. Develop and promote policies, programs and activities to enhance women's social and economic well-being.

Priority Leadership Objectives

- facilitate the integration of gender-based analysis in government through consultation, presentations and written material;
- conduct research and policy analysis on issues that affect women;
- develop appropriate measurement tools, such as the economic gender equality indicators, to evaluate progress towards women's equality;
- consult and liaise with the women's community, and advise government of their issues and concerns.

- facilitate the building of skills, networks, leadership and research capacity among women's equity seeking organizations;

	- partner with other government departments and agencies, as well as women's organizations, on projects that support women; - liaise with federal-provincial/territorial counterparts to exchange information and to work on national issues.
3. Increase public awareness and understanding of those realities that directly impact women.	- develop targeted resources for women's organizations, schools, and broader community groups that communicate information on key issues relating to the social and economic well-being of women; - develop and deliver workshops on a variety of subject areas that affect women; - organize and/or sponsor conferences, information meetings and special events and activities for women and women's organizations; - work with the media to communicate with the public.
4. Work to ensure policies and programs are developed with consideration for the differential impact they will have on women, as well as diverse groups of women.	- review government policies, legislation and programs in their development, for impacts on women and recommend changes; - develop policy tools to assist decision-makers in understanding gender-based analysis to ensure gender equity; - ensure compliance with the F/P-T Premiers' commitment to gender-based analysis in social policy renewal.
5. Integrate issues impacting women into the government decision-making process.	- participate on a variety of interdepartmental committees to bring women's perspectives to the table; - participate in implementing the government's Family Violence Strategy; - develop opportunities for decision-makers to learn how to use policy tools that help identify specific needs of women.

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6. Establish and maintain effective communication with women and women's organizations.

- maintain and update the Women's Secretariat web site;
- hold information meetings, workshops and consultation sessions;
- participate in events and activities sponsored by women's organizations;
- provide networking opportunities for women's organizations.

Values

The Women's Secretariat has adopted the following values to guide its work practices.

Work Co-operatively with Others

- Partnering with government departments and agencies, federal ministries, women's organizations and groups concerned with issues affecting women and their families.

Strive to Improve Women's Lives

- Ensuring women's needs are reflected in government policies and programs; seeking opportunities to enhance equality for women; determining the root causes of women's inequality; and working towards long-term solutions to end discrimination.

Respect Diversity

- Solicit input from a wide spectrum of women's organizations and individuals, respecting their right to varied opinions on issues and not prejudging the results of consultation.

Gender Equity

- Examining issues from a gender sensitive perspective, and supporting actions and organizations promoting equity for women.

Non-Violence

- Supporting organizations and actions which promote safe communities for women.

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1999-2000 HIGHLIGHTS

Profile of Aboriginal Women in Saskatchewan

The Women's Secretariat published a *Profile of Aboriginal Women in Saskatchewan* -- a document designed to assist community-based organizations and policy makers at all levels of government to better serve the needs of Aboriginal women and their families in Saskatchewan. It also educates both the public and private sector about the status of Aboriginal women.

The *Profile* merges gender-based analysis with a population health approach, and uses indicators that link with the key determinants of health. In addition to statistical information, the *Profile* features comments by a number of First Nations and Metis women in the province. Their voices are interwoven with the statistics to provide a personal perspective on a number of the issues. The women speak both of the numerous obstacles faced by Aboriginal women, and their strength in the face of considerable adversity.

A story line, artwork and accompanying writing was developed on the cultural beliefs of Aboriginal people. The significance of the colours and artwork used is also outlined. The artwork and quotes by Aboriginal women interspersed throughout the document remind us that statistics do not tell the entire story, and help provide a human face to the numbers.

Following are some key findings for consideration:

- Eight out of ten Aboriginal women are abused.
- Aboriginal women over 15 years of age are less likely to participate in the paid labour force, and more likely to spend substantial amounts of time caring for children and seniors on an unpaid basis. This different pattern of paid and unpaid work, in turn, has an impact on their incomes, which are lower than those of non-Aboriginal women.
- Aboriginal women are more likely to have children living with them than non-Aboriginal women, and they are more likely to be lone-parents. Aboriginal women are also more likely to move their place of residence than their non-Aboriginal counterparts.
- Aboriginal women have made some significant gains in terms of educational levels.

Ordinary Lives - Extraordinary Women: Celebrating Rural and Farm Women in Saskatchewan

Ordinary Lives, Extraordinary Women - Thirteen Women...Thirteen Different Stories features the unique lives of thirteen rural,

1999-2000 HIGHLIGHTS

northern and farm women. These profiles put a personal face on the emerging trends in rural and northern Saskatchewan, by featuring the many important contributions women make to ensure the well-being of their families and communities.

This publication was the final phase of a special initiative that highlighted the social, economic and political contributions made by rural and farm women in Saskatchewan. Other pieces of the initiative included a poster and descriptive historical piece; financial support for farm and rural women's groups to communicate on issues of concern; and a written profile of individual rural and farm women.

Flexible Work Arrangements

The nature of work is changing. The demographic reality is that both adults within a household are working in the paid labour force, raising a family and also caring for aging parents. Employees are looking for options to better manage the demands of work and family. Employers are looking for options that help them retain skilled employees.

The Secretariat prepared a publication offering information on flexible work arrangement options such as flexible work hours, telecommuting and job-sharing.

Aboriginal Government Employees' Network (AGEN) Workplace Development Award

The Saskatchewan Women's Secretariat is the recipient of the 1999 Aboriginal Government Employees' Network (AGEN) Workplace Development Award. This Award of Excellence is presented to honour the contributions and achievements of Saskatchewan's government community for their vision and leadership in developing Aboriginal policy, programs and services.

The Secretariat received the award for its commitment and leadership in supporting and promoting workplace diversity; its corporate commitment to Aboriginal people; its work in building and strengthening relationships with Aboriginal communities through policy, education, and its work towards the implementation of a representative workforce.

Gender-Based Analysis and Women's Health

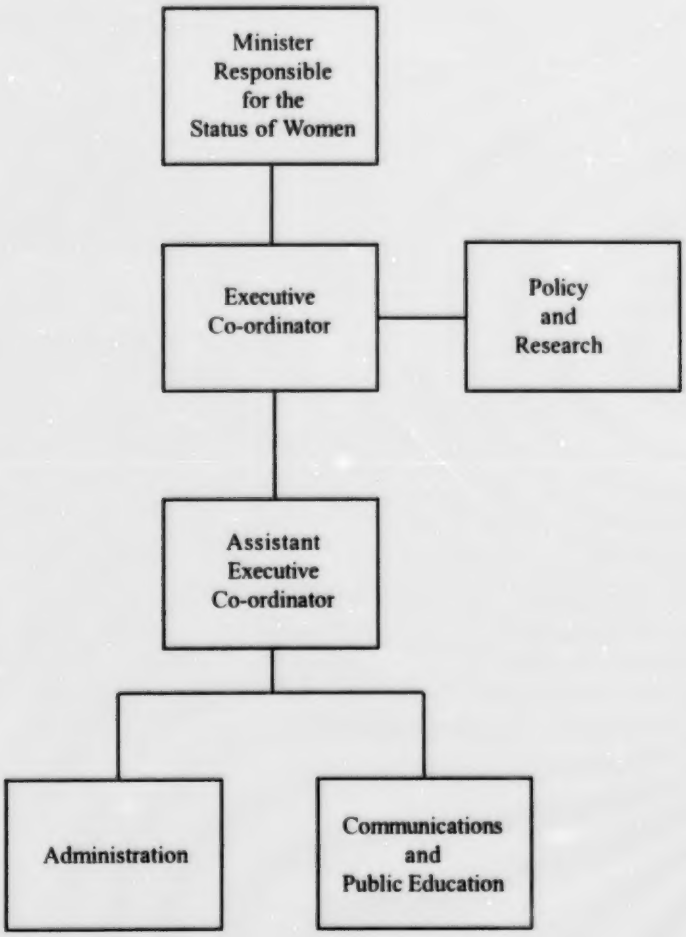
Together with the Prairie Women's Health Centre of Excellence and Saskatchewan Health, the Secretariat worked to develop a strategy for the integration of gender-based analysis into the health planning and health needs assessment processes.

1999-2000 HIGHLIGHTS

Web Site Development

The Secretariat web site was expanded during 1999/2000 with the addition of numerous resources and publications online. Most of the year was spent engineering the addition of the Saskatchewan Women's Directory, which went online during this year. The online version of the Directory is a searchable database that provides contact numbers, names and addresses of government and community organizations that provide services and/or information on issues pertaining to Saskatchewan women.

ORGANIZATION CHART



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THE STATUS OF WOMEN

Earnings and Savings

Women working in the paid labour force earn less than their male counterparts, are more likely to work part-time, and tend to make career choices that accommodate their family responsibilities. Consequently, women are more vulnerable to poverty in their working years, contribute less to pension plans, and have less ability to save for retirement.

- In 1998, the labour force participation of women aged 25 to 54 was 81.3 per cent, compared to 93 per cent for men the same age. Of those women who were employed, 74 per cent were full-time and 26 per cent were part-time.[1]

- In Saskatchewan in 1997, women working full-time, full-year earned on average $26,251 compared to $35,808 for men. In other words, women earned about 73 cents for every dollar earned by their male counterparts.[2]

- In 1997, over 200,000 people in Saskatchewan contributed to Registered Retirement Savings Plans (RRSP); 43 per cent were female. The median RRSP contribution in 1997 was $2,000 for women and $3,000 for men.[3]

Violence Against Women

Domestice violence is not restricted to any economic class or cultural group.

- One in four women in Saskatchewan has experienced violence at the hands of a current or former spouse.[4]

- In the Aboriginal community, it is estimated that as many as 60 to 70 per cent of family violence and sexual assault crimes are unreported.[5] Fifty-seven per cent of women who use shelters are Aboriginal.[6]

Women in Leadership Positions

- In the Saskatchewan Legislature, 13 of the 58 elected members are women; of the 19 cabinet ministers, five are women.

- Approximately 8 per cent of mayors of towns, villages, resort villages and cities are women; approximately 1 per cent of rural municipality reeves are women.

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Farm Women[7]

The most common types of farms operated by female operators were grain and oilseed, wheat and cattle.

- Of the total number of farm operators in Saskatchewan in 1996, 14,610 (20 per cent) were women, and 58,315 were men.
- A higher percentage of female farm operators (37.9 per cent) than male farm operators (29.4 per cent) reported working off the farm in 1995.

Unpaid Work

Women's domestic labour is essential to society, yet it is largely ignored. Women spend more time than men doing unpaid work such as housework, child care and senior care.

- The 1996 Census of Canada showed that 51 per cent of married females who worked full-time reported spending 15 or more hours a week doing unpaid housework. About 64 per cent of married females with full-time jobs spend 15 hours or more looking after children.[8]
- In Saskatchewan in 1996, Aboriginal women were more likely than their non-Aboriginal counterparts to spend substantial amounts of time caring for both children and seniors.[9]

Aboriginal Women[10]

The Aboriginal female population is much younger than the non-Aboriginal female population.

- Girls 14 and under make up 40 per cent of the female Aboriginal population, compared to 20 per cent of the female non-Aboriginal population.
- Average earnings for Aboriginal women in Saskatchewan in 1995 were $13,250, compared to $17,278 for non-Aboriginal women.
- In Saskatchewan in 1996, 19 per cent of Aboriginal women held post-secondary or trades certificates, compared to 28 per cent of non-Aboriginal women. Aboriginal women are more likely than Aboriginal men to be enrolled in post-secondary educational institutions.

Senior Women

Since women on average live longer than men, it is important that women are financially secure in their senior years.

- Within the next 20 years in Saskatchewan, the proportion of the population that is age 65 and over is projected to increase from 14.5 percent to 19.5 per cent.[11]

- In 1997, 20 per cent of senior women and 6 per cent of senior men had incomes below the poverty line.[12]

Education

Although women have made substantial inroads into post-secondary education, they are still under-represented in industrial, technical, scientific and math-related fields of study.

- Among Grade 12 students in Saskatchewan for the 1997-98 school year, female students on average achieved higher marks than male students in all subjects. In some subjects such as English, Biology and Mathematics, female students scored between 3 to 9 per cent higher than male students.[13]

[1] Statistics Canada. *Labour Force Historical Review*, 1998. Special Tabulation.
[2] Statistics Canada. *Earnings of Men and Women*, 1997 Catalogue NO. 13-217 Table 2 p.33.
[3] Statistics Canada. Small Area and Administrative Data Division. 1997 RRSP Contributors, Table 3
[4] Statistics Canada. *Violence Against Women Survey*. 1993
[5] Victims Services, Saskatchewan Justice. *Victims Services Program 1996 Consultation Report: Seeking Community Input on Aboriginal Victimization*. December 1996. p9.
[6] Saskatchewan Social Services. *Saskatchewan Shelter Clients and Their Use of Shelter Resources – 1993-94*. September, 1995. p4.
[7] Statistics Canada. Census of Canada 1996.
[8] Statistics Canada. "1996 Census: Labour Force Activity, Occupation and Industry, Place of Work, Mode of Transportation to Work, Unpaid Work" in *The Daily*. Tuesday, March 17, 1998. pp. 26-27.
[9] Statistics Canada. Census of Canada 1996. Special Tabulation. 20% sample.
[10] Saskatchewan Women's Secretariat. *Profile of Aboriginal Women in Saskatchewan*. 1999.
[11] Statistics Canada. SDDS 3604 Demography Division CASIM Matrices 6375.
[12] Statistics Canada. Low Income Persons, 1980-1997. Catalogue No. 13-569-XIB. Table 5. pp. 30-31.
[13] Saskatchewan Education. Saskatchewan Education Indicators Report. 1999.

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[13] Saskatchewan Education. Saskatchewan Education Indicators Report. 1999.

PROGRAMS

RESEARCH AND POLICY DEVELOPMENT

Program Description:

The Women's Secretariat is responsible for integrating the economic and social realities of women's lives into the development of government policies and programs.

To support this integration, the Secretariat conducts and promotes gender-based analysis, and participates on numerous inter-departmental committees and in Federal-Provincial/Territorial forums.

Program Goals:

The goals of the program are to:

- provide strategic leadership to the provincial government on policy issues affecting women, their families, and community life.

  To meet this goal, the Women's Secretariat reviews a wide range of statistical information and literature to analyze social, economic and demographic trends. This work includes developing and promoting the use of indicators in gender-based analysis, and policy analysis that respects diversity.

- provide information and analysis that can be used by members of the public, women's groups and other community-based organizations that work to promote women's equality.

- provide a Saskatchewan perspective in the development of national strategies to advance women's social and economic equality.

Areas of Focus:

Provide gender-based analysis on key issues and concerns that affect women.

Economic Equality and Security

- ***Economic Indicators***

  In co-operation with Status of Women Canada, led the Federal-Provincial/ Territorial work on economic gender equality indicators. This set of indicators provides a comprehensive picture of women's social and economic status, and can be used to monitor changes and trends over time. This information is crucial to the development of gender sensitive public policy.

  Conducted research on a range of socio-economic issues to continue to inform decision-makers and the general public about the status of Saskatchewan women.

- ***Pay Equity***

  Worked on the expansion of the Equal Pay for Work of Equal Value and Pay Equity Policy Framework to the health sector. The Secretariat continues to provide advice to government workplaces implementing pay equity. It also has representation on the Compensation Review Committee responsible for implementing the Policy Framework in the public sector.

- ***Public Pension System***

  Worked with partners to analyze the issues involved in reforming the public retirement income system in Canada, including an analysis of the economic functions of three types of publicly provided retirement incomes. The demographic pressures on the three types of plans were also examined, both in the national and provincial context.

- ***Women's Health***

  The Women's Secretariat has worked closely with representatives of the Prairie Women's Health Centre of Excellence and Saskatchewan Health to consider a strategy for the development and implementation of practical tools to address gender-specific concerns in the conduct of health needs assessments and health plans.

  As part of this project, the Secretariat has provided information to the health sector that outlines the principles of gender-based analysis, and how it can be integrated into the health planning process as a means of ensuring the health care needs of women are effectively addressed.

Equality and Diversity

- ***Aboriginal Government Employees' Network (AGEN)***

  Participated on the Aboriginal Government Employees' Network (AGEN) Provincial Steering Committee, and was lead of the AGEN/SGEU Partnership Committee and the AGEN Networking, Communications and Partnership Committee. AGEN is committed to working in partnership with government and crown corporations to build a strong internal network committed to creating a healthier workplace, that will increase the employment and retention of Aboriginal people.

- ***Disability Issues Steering Committee and Disability Lens***

  Participated on the Officials Steering Committee on Disability Issues. This committee manages the development and implementation of a Disability Action Plan. Part of the work included the development of a draft disability lens, a tool to help government decision-makers develop policies and programs that address disability issues and concerns.

AGEN Workplace Development Award

The Women's Secretariat was the recipient of the 1999 AGEN Workplace Development award for its commitment and leadership in supporting and promoting workplace diversity as part of its strategic mandate.

This Award of Excellence is presented to honour the contributions and achievements of Saskatchewan's government community for their vision and leadership in developing Aboriginal policy, programs and services.

Interdepartmental Planning and Programming

- ***Document Review***

  Applied a gender lens or gender-based analysis to review of proposals, strategy papers and decision items to advise government on their predicted or potential impacts on women.

- ***Action Plan for Children and Early Childhood Framework***

  Provided research and analytical support to the Action Plan for Children Steering Committee. The Action Plan is a long-term provincial strategy that provides an integrated approach to government and community-based programming for children, youth and families.

  Participated in the development of an Early Childhood Framework, a comprehensive service delivery strategy for young children and their families.

- ***Human Services Integration***

  Participated in the Human Services Integration Advisory Committee (formerly the ADM's Forum on Human Services Integration) and the Regina Regional Intersectoral Committee (RIC).

Other Activities and Projects

- ***Committee Participation***

  In addition to the above, the Secretariat participates on a wide variety of committees and projects dealing with the following issues:

  - employment equity
  - health
  - family violence and violence against women
  - housing and homelessness
  - taxation
  - Aboriginal economic development
  - custody and access
  - poverty
  - early childhood development
  - unpaid work
  - community development

- ***Status of Women Ministers' Conference***

  Attended the annual Status of Women Ministers' Conference in Charlottetown, Prince Edward Island.

  Addressed key issues such as pension reform; economic gender equality indicators; custody and access; criteria for federal

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funding of women's groups; taxation; and violence against women.

- ***Information Requests and Presentations***

  Responded to requests from the public, as well as other government departments and agencies, for information concerning Saskatchewan women.

Future Plans:

- Further develop strategies and tools to facilitate and promote the integration of gender-based analysis into decision-making processes within government departments, community agencies and public institutions.

- Publish fact sheets on a range of socio-economic issues to continue to inform decision-makers and the general public about the status of Saskatchewan women, and the diversity of their circumstances in terms of key indicators such as income, education and work.

- Continue to provide leadership on reforms to the public pension system by researching and analyzing their impact on women.

- Continue to work with the Prairie Women's Health Centre of Excellence and Saskatchewan Health to determine a strategy that will result in the development and implementation of practical tools to integrate gender-based analysis into health planning processes; and contribute to the subsequent development of effective program delivery for both women and men.

- Conduct research and analysis of unpaid work, its value and effect on our economic capacity and social cohesion.

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COMMUNICATIONS AND PUBLIC EDUCATION

Program Description:

The Women's Secretariat is committed to informing Government, community-based women's organizations and the general public about key issues that affect the economic, social and political lives of Saskatchewan women.

Program Goal:

The goals of the communications program are to:

- publish a range of information to promote gender equity, such as research documents, statistical analysis and gender-based analysis;
- educate the public about key issues which affect women's lives, in order to create positive changes in attitudes and behaviours;
- establish and maintain effective communications with women's organizations, to ensure their views are considered in government decision-making on issues of concern.

Accomplishments:

Special Initiatives, Events and Activities

- ***Women's History Month (October)***

  Women's History Month celebrates women's contributions to Canada's development, past and present. Developed and distributed a calendar of provincial events.

  Co-hosted with Justice and Government House an event for Person's Day, October 18, held to mark seventy years of women's legal personhood. This event celebrates the recognition of women as persons in Canada. Participated in the unveiling of a Women in Leadership display at Government House.

- ***Famous Five Exhibit***

  Participated in the official Saskatchewan opening of the Famous Five Exhibit on February 11. The exhibit depicts the five women who made history by successfully challenging the Supreme Court of Canada's ruling that women were not persons under the *British North America Act*. In October 1929, the British Privy Council affirmed that women are persons. The 1929 *Persons Case* laid the foundation for further advancements to political and social equality throughout the century.

- ***Profile of Aboriginal Women in Saskatchewan***

  Developed, published and distributed a *Profile of Aboriginal Women in*

Saskatchewan. This document offers a comprehensive overview of the issues that are most important to Aboriginal women in their struggle to improve their lives and those of their children.

In addition to statistical information, the *Profile* features comments by a number of First Nations and Metis women in the province. The women speak both of the numerous obstacles faced by Aboriginal women, and their strength in the face of considerable adversity.

A story line, artwork and accompanying writing was developed on the cultural beliefs of Aboriginal peole. The significance of the colours and artwork used is provided. The artwork and quotes by Aboriginal women interspersed throughout the document help provide a human face to the statistics provided.

- ***Purple Ribbon Awareness Week***

The Minister proclaimed Purple Ribbon Awareness Week May 3 to 9, at the request of the Saskatchewan Battered Women's Advocacy Network.

Ribbons were distributed to members of the Legislature and a news release was distributed to the media.

Purple Ribbon Awareness Week commemorates Saskatchewan women who have died through acts of violence by their partners; promotes awareness; and encourages community support in ending violence.

- ***Money Smarts for Young Women (pamphlet and learning resource)***

Published documents designed to educate young women about issues affecting their financial future. The pamphlet is aimed at students and includes information on the particular financial concerns for young women, as well as financial planning information. The learning resource is designed for teachers to use in the classroom.

The materials were prepared by British Columbia's Ministry of Women's Equality, with support and assistance from other provincial Status of Women agencies, including the Women's Secretariat. The information was adapted for Saskatchewan schools by the Women's Secretariat and Saskatchewan Education.

- ***Ordinary Lives - Extraordinary Women: Celebrating Rural and Farm Women in Saskatchewan***

Ordinary Lives, Extraordinary Women - Thirteen Women... Thirteen Different Stories features the unique lives of thirteen rural, northern and farm women. These profiles put a personal face on the emerging trends in rural and northern Saskatchewan, by featuring the many important contributions women make to ensure the well-being of their families and communities.

This publication was part of a special initiative that highlighted the social, economic and political contributions made by rural and farm women in Saskatchewan. The project was completed in this year.

- ***Funding Opportunities for Saskatchewan Women and Families***

  This updated directory lists and describes grants and funding programs offered by provincial and federal governments; municipal governments and health districts; foundations and charities; and university and SIAST scholarships.

  The directory is of interest to lower income women and families, women's organizations, university and SIAST students, and non-profit community groups looking for funding for programs improving the quality of life in their community.

- ***Battered Women's Awareness Week***

  The Minister proclaimed Battered Women's Awareness Week November 30th to December 6th, at the request of the Provincial Association of Transition Houses of Saskatchewan.

  The week ended on Canada's National Day of Remembrance and Action on Violence Against Women. This day commemorates the violent deaths of 14 young women in Montreal in 1989, marking ten years since this tragic event.

  This week also included the White Ribbon Campaign. White ribbons are used as a symbol for men to act against violence against women. The YWCA Rose Button Campaign is also held during this time.

  White ribbons and Rose buttons were distributed to members of the Legislature, event information was compiled; a news release was issued to the media; and a statement was read in the Legislature. The Legislature commemorated the deaths with a moment of silence, in conjunction with all Legislatures across the country. In addition, the Minister attended and spoke at a vigil held at the University of Regina.

- ***Sources of Support for Saskatchewan Women in Business***

  This updated directory lists and describes sources of support for women in business, including agriculture. This support includes loans, networking opportunities, business advisory services, information on government regulations and other services.

  Women own or operate about 30 per cent of all businesses in Canada. However, women still face difficulty in receiving loans and other support.

- ***The Changing Workplace: Flexible Working Arrangements***

  Researched, published and distributed information on options such as flexible work hours, telecommuting and job-sharing.

  The nature of work is changing. The demographic reality is that both adults within a household are working in the paid labour force, raising a family and also caring for aging parents. Employees are looking for options to better manage the demands of work and family. Employers are looking for options that help them retain skilled employees. This publication offers an overview of some of the options available.

- ***Sexual Harassment Prevention***

  Provided a number of sexual harassment prevention services, such as:

  - Consultations regarding workplace policy and practise;
  - Awareness and prevention workshops;
  - Individual consultation;
  - Referral and support;
  - Publications and resources.

- ***Saskatchewan Women's Directory***

  Produced the 2000 edition of the *Saskatchewan Women's Directory*. This publication provides contact numbers, names and addresses of government and community organizations that provide services and/or information on issues pertaining to Saskatchewan women. It includes information on agencies addressing issues such as violence, education, health, and Aboriginal women's issues.

- ***Web Site Development***

  The Secretariat web site was expanded during 1999/2000 with the addition of numerous resources and publications online. The Saskatchewan Women's Directory went online during this year. The online version of the Directory is a searchable database that can be continually updated.

- ***International Women's Day (IWD) - March 8***

  The Moms on the Move scholarships were announced via a news release on IWD.

  Other activities to celebrate IWD included displays, speaking engagements and an events list.

  International Women's Day recognizes the achievements of women throughout the world and also their struggles – the day is symbolized by bread and roses, which represent economic justice and quality of life.

- ***Moms on the Move (MOM) Scholarships***

  Developed as a millennium initiative, this is a scholarship program aimed at single-parent women entering their second full year of education in a Saskatchewan approved post-secondary institution.

  The Secretariat will be awarding ten $1,000 debt reduction scholarships to Saskatchewan single-parent women for the 2000-01 school year.

  The promotional campaign consisted of the development of a poster, brochure/ application and newspaper advertisements.

- ***Anti-Violence Poster Campaign Launch***

  Worked in partnership with the Saskatchewan Towards Offering Partnership Solutions to Violence (STOPS to Violence) Committee to plan and co-ordinate the official launch of an education and awareness poster series, promoting healthy relationships and the elimination of violence and abuse. STOPS to Violence is a partnership of more than 50 community-based organizations, individuals and government agencies working together to eliminate violence.

The four posters focused on senior abuse, youth abuse, the cycle of violence and creating healthy relationships.

The launch included presentations and an unveiling ceremony conducted by Saskatchewan Cabinet Ministers; the Federation of Saskatchewan Indian Nations; Metis Nation of Saskatchewan; STOPS to Violence members; and Street Culture Kidz. A STOPS to Violence video, "How Then Shall We Live", was aired and a joint news release distributed.

Publications

Developed and produced a number of other publications and information materials on issues related to women:

- *Impact Newsletters -- Spring and Winter, 1999*
- *Annual Report - 1998-99*
- *Employment Equity for Women: Breaking Down Barriers in the Workplace*

Workshops and Presentations

Developed and delivered workshops and public presentations on a variety of topics, including:

- sexual harassment
- gender-based analysis
- pay equity and wage gap
- role of the Women's Secretariat
- gender equality issues
- balancing work and family
- diversity demographics

Information Distribution

Provided information and referral services to the public and other government departments on issues that impact women. Requests included providing statistics, resource materials, referrals and research information. Distributed almost fifty thousand publications such as fact sheets, brochures and booklets to schools, governments, community agencies, libraries and individuals.

Future Plans:

- Publish a series of fact sheets that provide statistical data regarding a range of social and economic issues that impact women.

- Hold a follow-up conference with the recipients of the Women's Organizations On Line (WOOL) project grants.

- Expand the qualitative information available on the Secretariat web site to include such information as the fact sheets on the status of women.

- Continue to develop targeted resources for our stakeholders and the public on key issues relating to the social and economic well being of women through: statistical profiles, newsletters, publications, displays, workshops and the Secretariat's web site.

- Support government's Work and Family initiative.

- Provide gender-based analysis workshops for community groups.

- Complete the Women's Secretariat's Moms on the Move scholarships, by awarding ten $1,000 scholarships.

WOMEN'S COMMUNITY LIAISON

Program Description:

The Women's Secretariat liaises with a number of partners, including women's groups and community organizations.

Program Goal:

Contact with women's groups and community groups allows the Secretariat to:

- gain a better understanding of their concerns;
- reflect issues and concerns to the respective areas of government;
- provide groups with information about provincial and federal government initiatives, programs and policies; and,
- support and assist organizations that work for equality for women.

Accomplishments:

- ***Prairie Women's Health Centre of Excellence (PWHCE)***

  Completed our term as representative on behalf of the provincial government, as an ex-officio member on the PWHCE Board of Directors.

  Worked in conjunction with representatives of PWHCE and the Department of Health, to develop mechanisms to help promote the integration of gender-based analysis into district health needs assessments and district health plans.

- ***Capacity Building***

  A capacity building workshop was organized in Prince Albert, in partnership with the Canadian Executive Services Organization (CESO) Aboriginal Services and the Aboriginal Women's Council of Saskatchewan. Also met with various groups to facilitate contact with government departments; and provide information or referral on fundraising, organizing and other organizational building activities.

- ***RESOLVE***

  Participated on the Saskatchewan Steering Committee of the research center called Research and Education for Solutions to Violence and Abuse (RESOLVE). RESOLVE is a regional research network involving the three provincial prairie provinces. It is mandated to conduct research based on a partnership between community agencies and academia.

  The Secretariat co-ordinated a strategic planning session for RESOLVE to determine goals and directions.

- ***Women's Organizations On Line***

  An evaluation of this program, which provided grants to women's equality seeking groups for Internet access and training, was

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conducted. The evaluation indicated a number of things:

Learning how to use the Internet has empowered a number of women to embark on new ventures, ranging from going back to school to starting businesses. Groups have used Internet training in upgrading the skills of their membership and staff, in networking, saving costs, and in using the Internet more effectively for communication. Groups indicated that public access to the Internet has benefited people of all ages, including older women who want to overcome fears about computers.

For isolated, northern and/or rural women in particular, groups indicated the Internet provides information and contact that was not easily accessible before. Groups also said they are using the Internet to save costs, and to allow for quick and easy communication. Organizations rated research and access to information, as well as e-mail and networking, as their highest use of the Internet.

- ***Prairie Social Cohesion Project***

The Women's Secretariat, along with other provincial and federal government departments and a number of organizations, is a partner in the Prairie Social Cohesion Project, which is based at the University of Regina. The main goal of the project, which is funded by the Social Sciences and Humanities Research Council, is to enhance multidisciplinary research in the area of social cohesion. Among other things, the project will produce targeted information and policy recommendations for communities and governments in the areas of community leadership, education and training and the role of women.

Ongoing Liaison

Liaised on a regular basis with a number of women's and community groups working in the following areas:

- rural and farm women's issues
- First Nations and Metis women's issues
- poverty
- violence against women
- immigrant and visible minority women's issues
- disability issues
- women's health
- gender-based analysis

Future Plans:

- Hold a follow-up conference with the recipients of the Women's Organizations On Line (WOOL) project grants.
- Hold a conference on policy issues that impact women.
- Continue to consult and liaise with the women's community, and advise government of their issues and concerns.
- Continue to partner with community organizations on projects supporting the economic and social well-being of women.

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FINANCIAL STATEMENT

Saskatchewan Women's Secretariat - Total Expenses and Employees
{$ Amounts in Thousands of Dollars, Employee Counts in Full-Time Equivalents (F.T.E.)*}

Expenses	1999-00 Budget $	1999-00 Budget F.T.E.	1999-00 Actual $	1999-00 Actual F.T.E.
Total	1,193	14.0	1,193	12.7

*Full-Time Equivalents refers to number of full-time positions.

The Women's Secretariat's budget includes the following areas:

1. Policy Co-ordination and Communications

Integrate women's issues into government planning and decision-making through research and policy analysis. Inform key stakeholders and the public about issues that affect the economic, social and political lives of women.

Expenses	1999-00 Budget $	1999-00 Budget F.T.E.	1999-00 Actual $	1999-00 Actual F.T.E.
Total	1,115	14.0	1,115	12.7

2. Accommodation and Central Services

Provides for payments to Saskatchewan Property Management Corporation for office accommodation, mail and photo services, records management and minor renovation services.

Expenses	1999-00 Budget $	1999-00 Budget F.T.E.	1999-00 Actual $	1999-00 Actual F.T.E.
Total	78	N/A	78	N/A

Government Accountability

In the year 2000-2001, all government departments, including the Women's Secretariat, will develop strategic plans and begin to implement the performance management component of government's Accountability Framework. The final component will be improved public reporting of these plans and results.

The Government of Saskatchewan is committed to public accountability. Accountability is fundamental to good governance. Accountability requires clearly outlining what government is trying to accomplish, and measuring to what extent government is making progress by comparing to key benchmarks.

The government is accountable to the public through the Legislative Assembly.

Traditionally, governments have focused on financial accountability. Based on the idea that accurate and timely financial information is essential to accountability, the Government of Saskatchewan announced its budget plans in the Legislature every year, and reported to the public mid-year on actual results.

In recent years, there has been a trend towards supplementing financial reporting with enhanced program and policy reporting. National and international governments are developing measures to evaluate whether government is achieving its public policy objectives. Saskatchewan has developed, and is now beginning to implement, its own approach to strengthening accountability for results.

Saskatchewan's Accountability Framework has three components:

Strategic planning helps organizations to define what they want to achieve and how they are going to achieve it. This involves a vision for the future, setting goals and outlining measurable objectives.

Performance management compares actual results with the strategic plan. The development of reliable, comparable and relevant performance measures is a key challenge. Performance management also includes assessing factors that may impact the organization's ability to achieve its goals and objectives.

Reporting on both plans and results on a timely basis.

Once implemented, these three components work in an ongoing cycle -- the plan is formulated, and the results measured and reported. Results, in turn, form the development of future plans.

The benefits of this approach to the people of Saskatchewan include: more information about government's goals and objectives; annual performance information; and, information on why plans are developed as they are and potential risks.

Definitions:

Capacity Building

Working with women's organizations to increase their capacity to participate in decision-making processes and bring about change.

Economic Independence

Economic independence for women requires equal access to a full range of economic opportunities, resources and benefits.

Economic Security

Building and safeguarding the capacity to meet economic needs, even when individuals cannot provide these needs. Social programs and income supports are important elements of women's economic security.

Employment Equity

Ensuring that all members of society have fair and equal access to employment, training and advancement, and a positive work environment. It involves developing measures that remove barriers for designated groups - women in management and non-traditional occupations; Aboriginal people; people with disabilities; and members of a visible minority group -- in order to have a workforce that reflects the diversity of the population.

Family-Friendly Options

Options that a workplace or organization may provide which offer supports that help employees accommodate the conflicting demands of work and home. Family-friendly is also referred to as work/life balance, or as balancing work and family.

Gender Equality/Equity

Ensuring that women and men have equitable access to opportunities, benefits and results in all areas of life.

Gender-based Analysis

Also referred to as gender-inclusive analysis, it is the process used to examine the differential impacts programs and policies have on women and men.

Pay Equity

Employees receive the same pay when jobs are determined to be equal in value. Value is determined by evaluating the composite of the skill, effort, working conditions and responsibility required to do a job, as well as the conditions under which the work is conducted.

Pension Reform

In the context of current pension reform, several issues are of particular concern to women. Considerations include: pension splitting following marriage breakdown; survivors benefits; pension programs for part-time workers (the majority are women); and portability of pensions from employer to employer.

Sexual Harassment

Any unwanted conduct that offends or humiliates on the basis of gender and/or is sexual nature. It may be verbal, physical, visual or psychological. It may be one incident or a series of incidents. It is conduct that has been objected to or that a reasonable person should know would be unwelcomed. It is against the law.

Social Union Framework

A framework for co-operation between federal and provincial governments, except Quebec, to work together to meet the needs of Canadians.

FOR MORE INFORMATION:

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